

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

ADVANTAGE VETERANS SERVICES  
OF WALTERBORO, LLC  
Employer

and

Case 10–RC–172178

UNITED STEEL, PAPER AND FORESTRY,  
RUBBER MANUFACTURING, ENERGY, ALLIED  
INDUSTRIAL AND SERVICE WORKERS  
INTERNATIONAL UNION, LOCAL 7898  
Petitioner

ORDER

The Employer's Request for Review of the Regional Director's Decision and Certification of Representative is denied as it raises no substantial issues warranting review.<sup>1</sup>

MARK GASTON PEARCE, CHAIRMAN

PHILIP A. MISCIMARRA, MEMBER

LAUREN McFERRAN, MEMBER

Dated, Washington, D.C., December 13, 2016.

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<sup>1</sup> The Employer has requested review of the Regional Director's decision to affirm some of the hearing officer's credibility findings. The Regional Director appropriately evaluated the Employer's exceptions to the hearing officer's findings under *Stretch-Tex Co.*, 118 NLRB 1359 (1957). In addition, the Employer alleges that the hearing officer's credibility findings demonstrate bias and prejudice. On careful examination of the hearing officer's report and pertinent parts of the record, we are satisfied that the Employer's contentions are without merit.

Even assuming, arguendo, that *Sewell Mfg. Co.*, 138 NLRB 66 (1962), applies in this case, the Regional Director correctly found that the Employer failed to establish that the racially charged rumors were objectionable under either the *Sewell* standard or the Board's standard for third-party conduct.